

Employer Owned  
but employee  
funded

2023  
\$3,050  
Dependent Care  
\$5,000

IRS approved  
medical/vision/dental  
expenses for  
participant and  
qualified dependents

High Deductible  
Health Plan NOT  
required

Contributions are  
tax-free

Grace period for  
2.5 months for  
unused balance

No investment  
options

No portability

Employee owned  
and funded

2023  
Individual \$3,850  
Family \$7,750

IRS approved  
medical/vision/dental  
expenses for  
participant and  
qualified dependents

High Deductible  
Health Plan  
required

Tax-free contributions  
Tax-free withdrawals  
for qualified expenses  
Tax-free interest and  
investment income

Yes. Funds roll  
over at the end of  
the plan year

Ability to invest  
funds after  
meeting  
minimum  
threshold

Yes. HSA stays  
with the account  
holder

**For more information visit:**

<https://www.udmercy.edu/faculty-staff/hr/benefits/index.php>